

MONTGOMERY COUNTY  
OFFICE OF HUMAN  
RESOURCES

EEO &  
DIVERSITY  
MANAGEMENT  
TEAM



MONTGOMERY COUNTY  
OFFICE OF HUMAN RESOURCES  
101 MONROE STREET, 8TH FLOOR  
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# EEO & DIVERSITY MANAGEMENT TEAM

The EEO & Diversity Management Team is composed of two distinct components dedicated to the protection and recognition of human rights: the EEO Compliance Unit and the Workforce Diversity Unit.

## EEO COMPLIANCE EEO & THE LAW

The EEO Compliance Unit functions to ensure the County's compliance with its own policies and the various Federal, State, and local laws enacted to prohibit discrimination in all aspects of employment. These laws and policies include:

- Equal Pay Act of 1963
- Title VII of the Civil Rights Act of 1964
- Civil Rights Act of 1991
- Age Discrimination in Employment Act
- Title 1, Americans with Disabilities Act
- Article 49B, Annotated Code of Md.
- Chapter 27, Montgomery County Code
- Montgomery County EEO Policy
- Montgomery County Policy on Sexual Harassment

## EEO PROGRAMS & SERVICES

County employees and applicants who believe they have been subjected to employment discrimination may file a complaint with the EEO Compliance Unit.<sup>1</sup> The Compliance Unit provides an array of services to address issues of discrimination. These include:

- Investigation of discrimination complaints based on:
  - ⇒ Race
  - ⇒ Color
  - ⇒ National origin
  - ⇒ Ancestry
  - ⇒ Religion
  - ⇒ Gender
  - ⇒ Marital Status

- ⇒ Sexual Orientation
- ⇒ Age
- ⇒ Disability
- ⇒ Retaliation
- Response to external agency charges of discrimination
- Mediation Services
- Sexual and other Harassment Awareness Training
- Customized EEO Training
- Employee and Management Consultation
- EEO/AA Statistical Report Development

<sup>1</sup> Employees also have the right to file with the Montgomery County Human Relations Commission, the Maryland Commission on Human Relations, and/or the U.S. Equal Employment Opportunity Commission.

## WORKFORCE DIVERSITY

### DIVERSITY & WORK/LIFE INITIATIVES

Montgomery County is committed to create and promote a positive work environment which recognizes and values the unique and varied strengths of ***all*** employees. To that end, the Workforce Diversity Unit implements a variety of educational and outreach initiatives to increase awareness and support diversity and equity in the workplace. These initiatives include:

- Montgomery County Workforce Diversity & Work/Life Policies
- Montgomery County Diversity Council
- Montgomery County Diversity Day
- Partnership for Youth Advancement (PYA) Internships Program
- Montgomery County EEO & Diversity Action Plan
- Work/Life Initiative Programs
- Diversity & Work/Life Outreach and Partnerships
- Employee and Management Consultation
- Special Projects & Research related to Diversity & Work/Life

# EEO & DIVERSITY MANAGEMENT TEAM

## MISSION STATEMENT

*The EEO & Diversity Management Team in the Office of Human Resources serves to promote fairness, equity, and respect for diversity in the workplace. Montgomery County is proud to be an Equal Employment Opportunity (EEO) Employer committed to workforce diversity.*

*It is the policy of Montgomery County to conduct all personnel activities in a manner that will ensure equal opportunity for all persons without regard to race, color, national origin, religion, sex, sexual orientation, marital status, age, or disability. Every employee has the right to work in an environment free from all forms of discrimination and harassment.*

FOR FURTHER INFORMATION ON  
EEO & DIVERSITY MANAGEMENT TEAM  
PROGRAMS AND SERVICES,  
PLEASE CONTACT THE:

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[www.emontgomery.org/ohr/index\\_frameset.htm](http://www.emontgomery.org/ohr/index_frameset.htm)

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